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	PEC 8.5.1 PROGRAM CONTINUING EDUCATION	Editorial staff:	10
		Date:	10.04.2024
		Page 1/7	

MINISTRY OF HEALTH OF THE REPUBLIC OF MOLDOVA

***NICOLAE TESTEMITANU* STATE UNIVERSITY OF MEDICINE AND PHARMACY**

**PROGRAM
CONTINUING EDUCATION IN
MEDICINE**

**Course name: ETHICS AND PROFESSIONAL CONDUCT OF THE MEDICAL
WORKER**

Course type: thematic improvement

Total number of hours: 50 hours

Chisinau 2025

	PEC 8.5.1 PROGRAM CONTINUING EDUCATION	Editorial staff:	10
		Date:	10.04.2024
		Page 2/7	

COORDINATED

**Minister of Health
of the Republic of Moldova**

_____ **Emil CEBAN**
" _____ " _____ **2025**

APPROVAL

**First Vice-Rector, Vice-Rector
Academic Activity Management,
Nicolae Testemitanu University
Dr. hab. MSc, Professor**

_____ **Olga CERNETCHI**
" _____ " _____ **2025**

The program was discussed and approved at:

Quality Management Council meeting,
Nicolae Testemitanu State University of Medicine and Pharmacy
of *December 17, 2025* minutes no. *04*
Vice President of the Quality Management Council,
Head of Department of Continuing Medical Education,
Dr. hab. pharm., associate professor, Stela Adauji _____

Council of teachers meeting,
Raisa Pacalo Center of Excellence in Medicine and Pharmacy
of *December 12, 2025* minutes no. *03*
deputy director for educational,
didactic and methodological activity, Svetlana Cobileanschi _____

The program was developed by the team of authors:

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	PEC 8.5.1 PROGRAM CONTINUING EDUCATION	Editorial staff:	10
		Date:	10.04.2024
		Page 3/7	

I. PRELIMINARIES

- **Course overview:**

The course is aimed at general nurses (higher education) and nurses (professional-technical studies), who work in medical institutions, whose activity requires moral responsibility, professional competence and strict compliance with ethical and deontological norms. The relationship with the patient, his family, the medical team and the medical institution frequently involves sensitive situations, ethical dilemmas and decisions with a major impact on human life and dignity. The course responds to the need to update and consolidate knowledge regarding the Code of Ethics of the Medical Worker and the Pharmacist, specific legislation and good professional conduct practices, contributing to increasing the quality of the medical act and patient safety.

Being the science of duty – ethics and professional conduct is intended to address professional issues through the prism of morality manifested in the specialist's relations with colleagues, the collective, stakeholders, leaders, society, etc. The need for training in this field results from the place and role that the nurse has in relation to the patient, as well as to medical workers. From this point of view, ethics and professional conduct encompass all the norms of professional behavior, becoming a current necessity.

- **The mission (purpose) of the course in professional training:**

Developing the ethical and professional conduct skills of nurses, necessary for practicing the profession responsibly, with integrity and in accordance with legal and ethical norms.

- **Language of instruction:** Romanian.
- **Beneficiaries of the course:** general nurses (higher education) and nurses (professional-technical studies).

II. TRAINING OBJECTIVES WITHIN THE COURSE

At the end of the course, the trainee will be able to:

- **at the level of knowledge**
 - ✓ possess the theoretical foundations and norms of professional conduct;
 - ✓ explain the fundamental principles of medical ethics;
 - ✓ recognize and manage ethical dilemmas in patient care;
 - ✓ prevent possible violations of moral origin;
 - ✓ know the evolution of medical ethics and deontology and the determining factors;
- **at application level:**
 - ✓ apply the provisions of the Code of Ethics for medical professionals and pharmacists in daily practice;
 - ✓ respect patient rights, medical data confidentiality and responsible management of medical information;
 - ✓ apply theoretical knowledge in order to resolve possible conflicts in the process of professional activity;
 - ✓ apply methods to obtain compliance in the process of communication with patients;
 - ✓ self-assess one's own behavior in relationships with patients and colleagues;

	PEC 8.5.1 PROGRAM CONTINUING EDUCATION	Editorial staff:	10
		Date:	10.04.2024
		Page 4/7	

- ✓ apply the professional knowledge obtained based on the principles of social responsibility;
- **at the integration level:**
 - ✓ adopt appropriate professional behavior in relations with patients and the medical team;
 - ✓ apply the knowledge obtained in the context of carrying out practical professional activity;
 - ✓ apply the principles of professional ethics in arguing managerial decisions;
 - ✓ identify situations that require the involvement of ethics and deontology in arguing new ideas in the activity of medical institutions.

III. TOPICS AND INDICATIVE DISTRIBUTION OF HOURS

No. crt.	Subject	Number of hours				
		Lectures	Practical work	Seminars	Individual work	Total
1.	Fundamental principles of medical ethics. Concepts, definitions, models.	2	2	2	3	9
2.	The code of ethics of the medical worker and the pharmacist approved by Government Decision No. 192 of 24.03.2017.	2	2	2	4	10
3.	Patient rights and informed consent from the perspective of human rights and freedoms and patient rights.	2	2	2	4	10
4.	Professional conduct and labor relations. Communication and conflict management.	2	2	2	3	9
5.	Ethics in the digital environment and the protection of personal data.	2	2	2	3	9
	colloquy		3			3
Total:		10	13	10	17	50

IV. BENCHMARKS AND CONTENT UNITS

No. do	Theme name	Theme content
1.	Fundamental principles of medical ethics. Concepts, definitions, models.	Medical ethics: concepts and principles. Morality, ethics and deontology in medical practice. The professional responsibility of the medical assistant.
2.	The code of ethics of the medical worker and the pharmacist approved by Government Decision No. 192 of 24.03.2017.	Principles of conduct in medical activity. Rules of conduct in relation to the patient. Consent and the patient's informed consent Refusal to provide medical assistance. Medical errors and professional risk
3.	Patient rights and informed consent from the perspective of human rights and freedoms and patient rights.	Fundamental rights, freedoms and duties – Constitution of the Republic of Moldova No. 01 of 29.07.1994. Regulations on patient rights – Law on Patient Rights and Responsibilities No. 263 of 27.10.2005. Patient consent and informed agreement

	PEC 8.5.1 PROGRAM CONTINUING EDUCATION	Editorial staff:	10
		Date:	10.04.2024
		Page 5/7	

No. do	Theme name	Theme content
		Guaranteeing the patient's rights and the basic principles in realizing their rights – Health Protection Law No. 411 of 28.03.1995.
4.	Professional conduct and labor relations. Communication and conflict management.	Collegial norms of conduct. Relationship with the doctor and the multidisciplinary team. Professional communication and conflict management. Harassment, discrimination and professional burnout.
5.	Ethics in the digital environment and the protection of personal data.	The nurse-patient relationship. Confidentiality of medical data. The patient's electronic record.
6.	colloquy	Tests and evaluation of theoretical knowledge and practical skills.

V. METHODOLOGICAL SUGGESTIONS FOR TEACHING-LEARNING-ASSESSMENT

✓ Teaching and learning methods used

The course will use various modern methods of adult training and education: interactive lectures, individual exercises, pair work, case study, ethical debates, plenary discussion, explanation, role play, simulation, self-assessment, small group work.

✓ Assessment methods:

• current

It will be carried out throughout the module through direct observation, testing, case study analysis, questions and answers, questionnaires, peer evaluation, self-evaluation and reflection.

• final

Written testing and practical skills assessment will be carried out. At the end of the course, the teachers will conduct a debriefing session and feedback with the participants and provide the standard CME (Continuing medical education) course assessment form for completion.

VI. RECOMMENDED BIBLIOGRAPHY :

A. Mandatory:

1. [Constitution](#) of the Republic of Moldova No. 1 of 29.07.1994.
2. [Health Protection Law](#) No. 411 of 28.03.1995.
3. [Law on Patient Rights and Responsibilities](#) No. 263 of 27.10.2005.
4. [Law on the practice of](#) the medical profession No. 264 of 27.10.2005.
5. [Government Decision](#) No. 387 of 14.06.2023 "On the approval of the National Health Strategy "Health 2030".
6. [Decision of the Government](#) of the Republic of Moldova No. 192 of 24.03.2017 "On the approval of the Code of Ethics of the Medical Worker and the Pharmacist".
7. Gramma Rodica. Human rights in health. Manual. Chisinau, CEP Medicina, 2025, 189. ISBN 978-9975-82-425-5.

B. Additional:

1. Adauji Stela. [Ethical and deontological bases of pharmaceutical assistance](#). Monograph. Chişinău, Tipografia Centrală, 2023, 144p. ISBN 978-5-88554-228-9.

	PEC 8.5.1 PROGRAM CONTINUING EDUCATION	Editorial staff:	10
		Date:	10.04.2024
		Page 6/7	

2. Ojovanu Vitalie. [Axiology and medicine](#). Monograph. Chisinau, Print_caro, 2024, 290 p. ISBN 978-5-85748-031-1.